

Standing Room Only

CSEA Chapter 579, RSCCD

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Review the Current CSEA Contract

E-Board

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Lithia Williams
- **2nd Vice President**
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President's Message

Hi Brothers & Sisters:
Please make an effort to attend the Board Meeting on Monday, October 27th at 4:30 pm at SCC. Please wear something blue in support of your negotiations team.

The Chapter meeting is Tuesday, October 28th from 12:00 to 1:00 pm in room A-112 at CEC. RSCCD Board President Jose Solorio is our guest speaker. Come to the meeting to hear what Trustee Solorio has to say.

Your chapter offices are open for nominations at the October Chapter meeting. You have the opportunity to nominate yourself, your friend, or a current officer for reelection to the E-Board.

We are happy the Accreditation team has come and gone and are looking forward to reading their full reports for each campus and the District office. For all of those who worked on the accreditation project at your location, thank you. For all of those who spoke to an accreditation team member, thank you.

If you are not already serving on a Shared Governance committee, please contact me. We need everyone to participate in all phases of shared governance in this District. If you know of a hiring committee being formed, let me know. CSEA should be appointing members to hiring committees as well.

Communication and participation are critical and it has come to our attention that staff members are often the last to be informed of activities or decisions that impact our working environment. We need to change that. Change comes with participation.

There are many important issues being reviewed by the Board at this time. The Human Resources committee is working on reviewing and updating all the hiring procedures for the District. CSEA feels that classified staff appointed by CSEA should have a strong presence on all hiring committees throughout the District.

There will be a second reading of the Board Policy regarding 4 year degree program.

While we support the Board adopting BP4026 Baccalaureate Degree Programs. We support the Joint Resolution adopted by both SAC and SCC on the SB850 (Block) Baccalaureate Pilot Program that simply states that our District should not be one of the 15 community colleges to be part of the pilot program. It is too costly (over \$1 million estimated costs) and there are just not enough resources to support participation in the pilot program.

There is a link in this newsletter to the Joint Resolution. I strongly urge you to read it and support our Academic Senates from both campuses.

Lastly, CSEA has endorsed candidates in the upcoming election. Whoever you support personally, it is important for you to get out and vote.

Victoria J. Williams



Chapter News

The last Chapter Meeting was held at Santiago Canyon College on Tuesday, September 23rd. We had a really great turn-out with 33 members attending. Guest Speaker Arianna Barrios, Board of Trustees joined our meeting. She gave us a brief history of her background and work experience. She discussed the 50% law and how it affects RSCCD. She stated that there is a great deal of respect at the board level, for the FARSSD and CSEA as we “stepped up” when times were bad. There was a question and answer period at the end of her talk.

Our next Chapter Meeting will be Tuesday, October 28th at Centennial Education Center, room # A-112, 12:00 to 1:00 pm. Please join us!

KNOW YOUR RIGHTS!

We had a great turnout for our first in a series of “Know your Rights Training.” We had a great response at the SAC meetings.

Lots of good questions and interest in Job Steward Training.

More meetings to follow at SCC and the District office. Dates to be determined.

**Department of Communications Studies with the Communications Studies Club
Present**

“Say NO MORE to Domestic Violence”

Special Seminar

Thursday, October 30, 2014, Room C-104, 3:00—5:00 pm

The Communication Studies Department is co-hosting a special seminar with the Communication Studies Club on Domestic Violence. Come hear guest speakers from Laura’s House Shelter and Santa Ana College’s Psychological Services.

Help us say NO MORE to domestic violence



November Election

For the first time in many years, an uptick in the state economy and sound planning by our elected officials have resulted in fully funded public education and an ability to look toward the future. This Nov. 4, CSEA is supporting a number of candidates who are longtime friends to classified school employees and have the ability to keep things moving in the right direction.

“We’ve accomplished so much in the past few years,” Association President Michael Bilbrey said. “Join me in voting for candidates that help us keep up that progress.”

Click [here](#) to go the Member CSEA Website for further information on candidates.

CSEA is recommending a Yes vote on Propositions 45 & Proposition 47.

October is Breast Cancer Awareness Month!

This is an annual campaign to increase awareness of the disease. While most people are aware of breast cancer, many forget to take the steps to have a plan to detect the disease in its early stages and encourage others to do the same. We have made a lot of progress but still have a long way to go and need your help!

What can you do?

- Create an early detection plan and invite others to do the same
- Host a fundraiser to help provide mammograms for women in need
- Donate to show your support
- Join a fundraiser.



Click on the following link for more details: www.nationalbreastcancer.org

“Commentary/Opinion Section”

“I’m not terribly surprised about the culture of fear,” Trustee Barrios, *quoted from the el Don Newspaper*.

Currently there is an article in the *el Don Newspaper*, regarding communications. The article is particularly referencing the lack of having a PIO at the schools, and the reluctance of administrators to communicate with the press. But the article, rightly so, hinted at an unwritten policy that staff should not talk to media. I am sure you have all heard this, but apparently it is not a written policy. We wonder why something like that is not written, yet implied. For one thing, it is illegal to deny any of us our first amendment rights and if there was a policy saying that Classified could not exercise their first amendment rights, CSEA would be all over it.

But while communications is in the air as a topic of interest we would like to discuss some things that have come up the past few years. Classified at all the sites have made comments about how they feel left out of the informational loop and that their managers systematically fail to communicate with them. This has been cited by accreditation teams, discussed at committee meetings, and still this persists to be a problem at a public institution that should be completely transparent, especially with its own employees. Really we are not dealing with “Top Secret government secrets” here, or are we? Some faculty over the course of the current accreditation cycle tried to pin communication issues on CSEA to its members, thus moving the conversation from managers not discussing things with their classified,

to it being a classified problem among themselves. CSEA knowing this wasn’t the core issue, still took many steps to insure this was not the case and worked to provide better communication among classified. You now receive minutes of meetings with meeting notifications, emails with more information are being sent out, newsletters are coming out more, and we have streamlined a process for members serving on committees to report back so that membership can know what the heck is going on, since managers are not communicating.

That moves us to committee meetings. Many members are shy about serving on committees, or serve as chapter leaders because they are afraid of being labeled a trouble maker. Why are they afraid? What are they afraid of? Are members really living in a culture of intimidation and retaliation? These questions are shocking aren’t they? Why would members at a public institution be afraid of serving on a participatory governance committee that is part of the core of classified having a real voice among what should be their peers and the governance table? Is it because we are being run like a corporation, where we have Chief Operating Officers, and classified is just a cog or a wheel? Are the managers creating a culture of fear and retaliation? Could all of this be true? Well let’s share a couple of real world scenarios taken from the CSEA FILES. We have members who want to serve on committees, but the manager just says, we cannot spare you to serve on a participatory govern-

ance committee “but we will find something else for you to do...” This should never happen, a manager cannot prevent you from serving, but yet it does happen because members are afraid to come forward and let us peruse them, because of the culture of fear, intimidation, and retaliation that exists under this particular administrator. Why does this happen, because under these managers, workloads suddenly increase, vacation requests take longer to approve or don’t get approved more frequently; or worse you become a target for the manager to try find something you are doing wrong and makes life so stressful you lose interest altogether. They push you until you break.

Right now you are thinking, does this happen really?

Yes it really happens every day.

Another story was from a member who mustered up the courage to serve, and got CSEA involved to make sure the manager did not interfere so they could. The manager would stack a huge volume of work on that person’s desk while they were at the meeting, for them to do when they returned.

This got to be so much pressure the member could not serve any longer. This is what we mean by legal harassment, and the managers in this district are well versed in those systematic practices.

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“Commentary/Opinion Section”

...continued from page 4

Another story was about a manager who received terrible comments, because they are a terrible manager, and walked around intimidating all the staff in the office until they found the people that wrote the comments. This is not legal, and it created a hostile work environment. However the work environment is so terrible in this office, the person refused to come forward to file. It could be because this culture of fear, intimidation, and retaliation was created under the same administrator who is well known and well liked among their peers.

We will bring up one other item, and then show how everything is related in a summary.

CSEA brought to the tables the idea of having classified co-chairs on committees on all sites. Well faculty really was not going to have this, and fought us to exhaustion, citing that the code did not permit it.

Well the district felt differently, and today we have classified co-chairs on committees that make sense to have classified co-chairs. So what are faculty so afraid of I wonder? Why do hiring committees form, and not ask CSEA for classified appointments, but instead place a handpicked member of their own staff, which they directly supervise?

You are likely thinking what we are thinking, and we will leave it at that.

So now that you are exhausted from reading all this rhetoric, what does it all mean? We have to stick together as one cohesive unit. Management and Faculty don't have your back, CSEA does.

All you fellow brothers and sisters of CSEA 579 do. All brothers and sisters up and down the coast of California have your back.

But we have got to make sure we all communicate, because there are lots of people trying to prevent our voice from being heard clearly.

So while we journey further together along the road of negotiations, LET US BE HEARD WITH ONE UNIFIED VOICE. Let us be heard on all committees, let us stand together so our strength is visible to everyone else. Let CSEA stand behind you if you are having issues, and bring them to us directly. So they will see that we will no longer be afraid. That we will actively work to create a better working environment for us, so that we can better serve the students. Because after all, we are here for them, and we stand with them hand in hand, helping them achieve their dreams.

WE CAN FIGHT THIS TOGETHER, SO YOU DON'T HAVE TO STAND ALONE!



For assistance call one of the following Job Stewards:

- | | | | |
|----------------------------------|--------------|----------------------|--------------|
| • Tom Andrews
(Chief Steward) | 714/561-6503 | • Dave Tucker | 714/625-5976 |
| • Sean Small | 714/564-5667 | • Felipe Lopez | 714/564-6310 |
| • Victoria Williams | 714/628-4719 | • Alfonso Roman | 714/564-6310 |
| • Lithia Williams | 714/564-6596 | • Leslie Wood-Rogers | 714/564-6621 |
| • Sylvia Gordon | 714/564-6052 | • Zina Edwards | 714/628-4800 |
| | | • Maria Garcia | 714/480-7483 |



**California School
Employees Association**

A Piece of CSEA History

Classified Employee Rights

“The Classified Bill of Rights: - a landmark in classified employee rights.

1959, CSEA Sponsors “the Classified Bill of Rights”

Described by one historian as “the most spectacular breakthrough in legislative achievements by any single organization”, it is divided into different bills guaranteeing classified worker’s right to fair wages, benefits, job classifications, leaves, a merit system and much more.

**To Know More [About CSEA](#),
Visit the [CSEA Member Site](#).**